



ADVANCED DEVELOPMENT FOR INTERNAL COACHES

REFLECT – REVEAL - REFINE

In our world of volatility, uncertainty, complexity, and ambiguity, “**Skills of last 40 years won’t work over next 40 years.**” (Goldsmith) Professional coaches have presupposed that clients are creative, resourceful, and whole. Our world today is taking its toll, we need fresh approaches for our clients and for ourselves.

REFINE brings THREE MAJOR FUNCTIONS to those responsible for helping others live with uncertainty and find strengths in themselves and others.

1. **RENEW** – Support to restore emotional and psychic energy for motivation, work and life
2. **RECONCILE** – Values clashes, conflicts, competing agendas for more options and actions
3. **REALIGN** – Purpose, identity, development strategy, organizational objectives

Coaching is changing, leadership needs are different, old thinking patterns will not provide the acuity and pace we need for upcoming challenges. **REFINE builds fresh insight, more congruency, and resilience in coaches and their clients.**



FOUNDATIONAL TRAINING

Understand unique challenges of internal coaches
Using self as instrument of coaching
 Mini-selves, tension between, kaleidoscope
 Competency Framework EMCC 2019

MODELS AND THEORY

REFINE Model for Deep Insight

- = **REFLECT** on yourself as the instrument of your work for being tuned, ready, fresh, curious
- = **REVEAL** what is unfinished or needs attended to through discourse with trained partner
- = **REFINE** with deeper insight exploring your situation and yourself to **Renew, Reconcile, Realign** for congruency and resilience

Understand coaching supervisory models as frameworks
 Explore theories, identify your theoretical construct to expand capacity

PROCESS, CONTRACTING, REFLECTION

Learn three levels and three phases of contracting
 Incorporate Hays Reflection C5, P5, A5

SYSTEMIC COACHING, LEADERSHIP, THINKING

Thinking systemically reveals wider horizons and connections
 As organizations decrease workforce, complexity increases
Systemic Coach skills that help coaches to help leaders

IMMEDIATE USE FOR POSITIVE IMPACTS

Live practice is incorporated throughout this program
REFINE staff partner for your ongoing support and resources



Your
 Success Is
 My Business

Jerry Browning, MS, CBC, professional coach and advocate of coaching for decades, brings experience in business, working with over 70 organizations, hundreds of leaders, internal coaching program development, and coach faculty training. As a Coaching Supervisor, Organizational Consultant, Learning and Behavioral Specialist, she designs cutting edge learning experiences for professional coaches and leaders. Jerry's goal is to provide support and learning for what's next in life and work. **REFINE – SHINING SUCCESS**